

**ARTICLE IV - PAID HOLIDAYS FOR YARD SERVICE EMPLOYEES**

**Section 1 - Options**

Each of the options set forth below shall be subject to thirty days advance notice from the General Chairman or other authorized representative of the Brotherhood of Railroad Trainmen on the individual railroad system or systems where it is desired to place in effect the holiday provisions contained in Sections 2 and 3 of this Article IV:

**Option A -**

If notice is given on or before October 1, 1957, Sections 2 and 3 of this Article IV shall become effective November 1, 1957, and the increases for yard service employees set forth below shall be made in lieu of the increases provided in Articles II and III hereof:

(a) Effective November 1, 1957, basic daily rates of pay for yard service will be increased in the amount of 5¢ per hour, or 40¢ per basic day.

(b) Effective November 1, 1958, basic daily rates of pay for yard service will be increased in the amount of 5¢ per hour, or 40¢ per basic day.

Option B -

If notice is given on or before October 1, 1958, Sections 2 and 3 of this Article IV shall become effective November 1, 1958, and the increase for yard service employees set forth below shall be made in lieu of the increase provided in Article III hereof:

Effective November 1, 1958, basic daily rates of pay for yard service will be increased in the amount of 3¢ per hour, or 24¢ per basic day.

Option C -

If notice is given on or before December 1, 1958 or December 1 of any calendar year thereafter, Sections 2 and 3 of this Article IV shall become effective January 1 of the following calendar year, and concurrent therewith the basic daily rates of pay for yard service shall be decreased in the amount of 4¢ per hour, or 32¢ per basic day.

Section 2 - Regularly Assigned Yard Service Employees

(a) On the effective date of the option adopted pursuant to Section 1 of this Article IV, each regularly assigned yard service employee, who meets the qualifications provided in paragraph (b) hereof, shall receive one basic day's pay at the pro rata rate of the position to which regularly assigned for each of the following enumerated holidays when such holidays fall on an assigned workday of the work week of the individual employee:

New Year's Day  
Washington's Birthday  
Decoration Day  
Fourth of July  
Labor Day  
Thanksgiving Day  
Christmas Day

Only one basic day's pay shall be paid for the holiday irrespective of the number of shifts worked.

NOTE: - When any of the above-listed holidays falls on Sunday, the day observed by the State or Nation shall be considered the holiday.

(b) To qualify, a regularly assigned employee must be available for or perform service as a regularly assigned employee on the workdays immediately preceding and following such holiday, and if his assignment works on the holiday, the employee must fulfill such assignment. If the holiday falls on the last day of an employee's work week, the first workday following his "days off" shall be considered the workday immediately following. If the holiday falls on the first workday of his work week, the last workday of the preceding work week shall be considered the workday immediately preceding the holiday.

NOTE: - An employee will be deemed to have performed service or fulfilled his assignment if he is required by the carrier to perform other service in accordance with rules and practices on the carrier.

(c) Rules governing payment for service rendered on the holidays enumerated above are not changed hereby. Service performed on such days shall be paid for at the rate provided in existing schedules, and the allowance of one basic day's pay provided for in paragraph (a) of this Section 2 for qualifying employees shall be in addition thereto.

(d) In yards operating under strict seniority or mark-up boards, determination of "regularly assigned employees" for the purpose of applying the qualifying provisions of paragraph (b) of this Section 2 shall be the subject of negotiations on the individual properties.

(e) This Section 2 applies only to regularly assigned yard service employees paid on an hourly or daily basis, who are subject to yard rules and working conditions. Each of the qualifying days of service provided in paragraph (b) of this Section 2 must be performed in yard service.

(f) Existing weekly or monthly guarantees shall be modified to provide that where a holiday falls on the workday of the assignment, payment of a basic day's pay pursuant to paragraph (a) of this Section 2, unless the regularly assigned employee fails to qualify under paragraph (b) of this Section 2, shall satisfy such guarantee. Nothing in this Section 2 shall be considered to create a guarantee where none now exists, or to change or modify rules or practices dealing with the carrier's right to annul assignments on the holidays enumerated in paragraph (a) of this Section 2.

(g) That part of all rules, agreements, practices or understandings which require that yard crew assignments or individual assignments for yardmen be worked a stipulated number of days per week or month will not apply to the seven holidays herein referred to but where such an assignment is not worked on a holiday, the holiday payment to qualified employees provided by this Section, will apply.

(h) As used in this Section 2, the terms "workday" and "holiday" refer to the day to which service payments are credited.

(i) Nothing in this Section 2 shall be considered to change or modify application of the Vacation Agreement effective July 1, 1949, as amended, and Article 3 (Five-Day Work Week) of the Agreement of May 25, 1951, as amended.

### Section 3 - Extra Yard Service Employees

(a) On the effective date of the option adopted pursuant to Section 1 of this Article IV, each extra yard service employee, who meets the qualifications provided in paragraph (b) of this Section 3 shall receive one basic day's pay at the pro rata rate when yard service is performed on any of the following enumerated holidays:

New Year's Day  
Washington's Birthday  
Decoration Day  
Fourth of July  
Labor Day  
Thanksgiving Day  
Christmas Day

Only one basic day's pay shall be paid for the holiday irrespective of the number of shifts worked. If more than one shift is worked on the holiday the allowance of one basic day's pay shall be at the rate of pay of the first tour of duty worked.

NOTE: - When any of the above-listed holidays falls on Sunday, the day observed by the State or Nation shall be considered the holiday.

(b) To qualify, an extra yard service employee must not lay off of his own accord any part of the calendar day immediately preceding and immediately following the holiday, and must perform yard service on such holiday, which service is paid for on an hourly or daily basis and is subject to yard rules and working conditions.

NOTE: - The term "extra yard service employee" shall include extra employees on a common extra list protecting both road and yard service.

(c) Rules governing payment for service rendered on the holidays enumerated above are not changed hereby. Service performed on such days shall be paid for at the rate provided in existing schedules, and the allowance of one basic day's pay provided for in paragraph (a) of this Section 3 for qualifying employees shall be in addition thereto.

(d) As used in this Section 3 the terms "calendar day" and "holiday" on which yard service is performed refer to the day to which service payments are credited.

(e) Nothing in this Section 3 shall be considered to change or modify application of the Vacation Agreement effective July 1, 1949, as amended, and Article 3 (Five-Day Work Week) of the Agreement of May 25, 1951, as amended.